Course: Team dynamics — credits: 5

Course code	HRVH3TDY
Name	Team dynamics
Study year	2026-2027
ECTS credits	5
Language	Dutch, with parts in English
Coordinator	T. van Lier
Modes of delivery	Lecture Tutorial
Assessments	- Assignment

Learning outcomes

In this course unit, the following learning-path-independent learning outcomes (LILs) will be achieved:

LIL 1: Professional Conduct

The starting HR professional demonstrates personal leadership and operates from a professional attitude. You demonstrate that you possess a professional attitude. This means your behavior shows that you are further developing in the following five facets: Professional Development, Personal Effectiveness, Ethical Conduct, Environmental and Organizational Sensitivity, and Communication and Collaboration. This implies that you possess the underlying knowledge required for this, allowing you to develop your professional identity.

LIL 4: Learning and Development

As a starting HR professional, you initiate and realize the desired development of individual employees, teams, and (departments of) the organization based on current and future needs in collaboration with stakeholders, ensuring that the continuous development of the organization as a whole is supported to enhance the agility of employees within the organization.

LIL 6: Research and Decision-making

As a starting HR professional, you prepare decisions regarding the deployment of HRM and/or organizational adjustments based on collected and analyzed data from practice and from current and recognized theory, ensuring that the proposed adjustments are well-founded and transparent.

Content

Content:

The HR profession is about people, work, and organizations. Work is often organized in teams. This means that an HR professional must not only have knowledge of individual psychology and business administration, but also of team dynamics.

In this course, you will delve into theories about teams. When do we call a group a team? What distinguishes successful teams from mediocre ones? What is the effect of diversity within a team? How do power, status, and leadership play a role? And, useful to know as an advisor: which levers can you pull when things aren't going well?

We will use this knowledge to analyze real-world situations. We do this through case studies, but also based on your own experiences working in groups and teams. By the end of this course, you will have developed the skills and knowledge needed to analyze and solve issues related to teamwork.

Included in programme(s)

Human Resource Management

School(s)

Business & Law

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